



College of Alameda

Employee Voice Survey Results

Spring 2017



Executive Summary

In the spring of 2017, College of Alameda President, Timothy Karas, sent out an “Employee Voice” survey to all CoA employees. This report contains the results of the 130 responses.

According to survey respondents, some of the things we at College of Alameda do best are: valuing, accepting and respecting diversity; maintaining campus grounds; and taking pride in our work – administrators, staff, and faculty. CoA’s leadership has a clear sense of purpose.

Survey respondents generally feel well connected with their colleagues and encouraged to be creative and come up with new ideas and improvements. They also feel that their supervisor communicates well with them and that they are able to refer students to the appropriate student support service.

However, respondents generally do not feel they have adequate access to and training on technology to fulfill their job duties effectively, adequate opportunities for professional development and growth, or sufficient data and information to assess the quality and effectiveness of their program area.

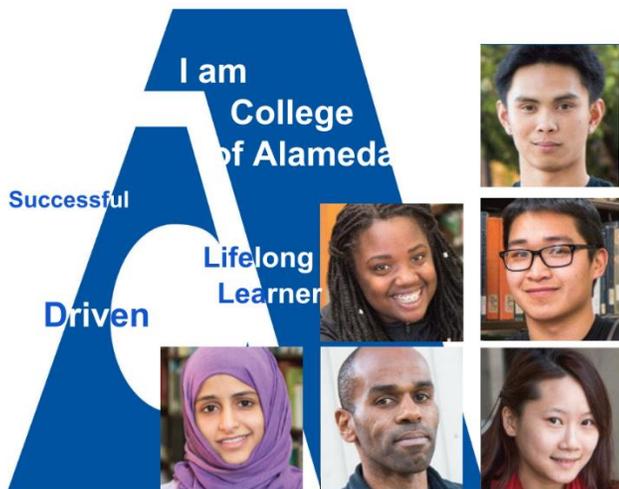
Of responding faculty:

- More than half (60%) feel they are using student learning outcome (SLO) assessments to inform their teaching and to make program improvements
- About 17% may need more training and support in setting SLO’s for their course or program
- More than half are not necessarily using their assessment results to inform their resource requests or discussing them with their peers

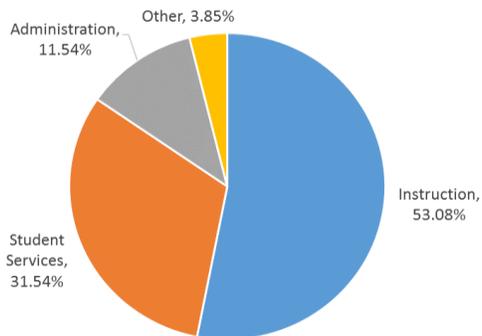
Looking to next year, enrollment management was most frequently cited as CoA’s top priority for 2017-18. Other challenges most in need of improvement include ensuring:

1. Sufficient staff resources to achieve important objectives
2. Good communication between faculty, staff and administrators
3. College budget decisions are based upon input from all College constituencies
4. A clearer participatory governance structure (roles and responsibilities) in which constituents know who represents them on each committee
5. Well-maintained campus facilities
6. The Program Review/APU process helps promote positive change on our campus

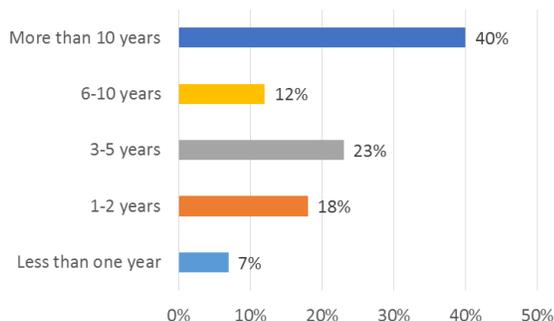
The perspectives and priorities identified by this survey will inform the College’s 2017-18 Strategic Plan. Thank you for taking time to complete it!



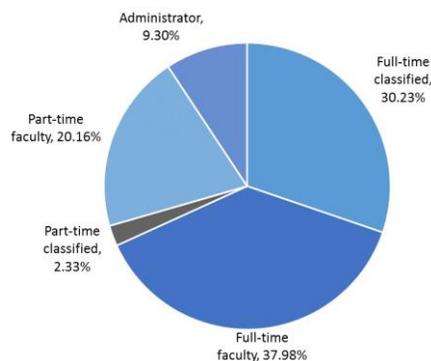
Question 1: Which best describes the area of College of Alameda (CoA) where you work?



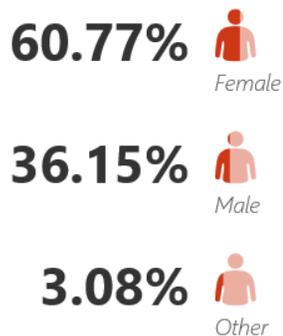
Question 2: How many years have you worked at College of Alameda?



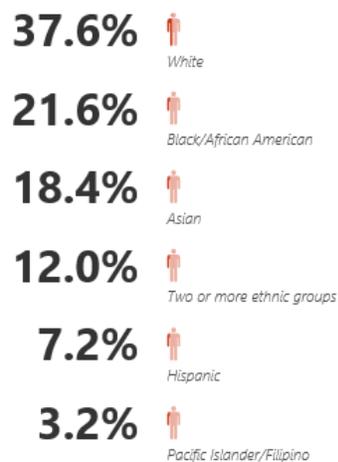
Question 3: What is your employment status?



Question 4: What is your gender?



Question 5: What ethnic group do you most identify yourself as?



Questions 6, 8 and 11: College Strengths and Challenges

(Question 6: How well CoA does on college planning & goal setting - 123 answered, 7 skipped; Question 8: Assessing College strengths and challenges - 112 answered; 18 skipped; Question 11: evaluate the College's participatory governance process -107 answered, 23 skipped)

		Weighted Average Rank
Things we do well	The College values, accepts and respects diversity	1.78
	Campus grounds are well maintained	1.93
	Administrators take pride in their work	1.94
	Staff take pride in their work	1.97
	The leadership of the College has a clear sense of purpose	1.98
	Faculty take pride in their work	1.99
Other strengths	Most employees are supportive of the College mission and values	2.12
	Everyone has adequate opportunities to participate in shared governance and other decision-making processes	2.18
	The campus and satellite facilities are safe and secure	2.24
	The College fosters excellent employee-student relationships	2.30
	The College is well-respected in the community	2.32
	CoA's faculty, staff, and administrators work collaboratively and effectively together to achieve College goals	2.36
	There are adequate opportunities to get involved in campus planning and goal setting	2.38
	The College does a good job meeting the needs of students	2.46
	Results of college goals are regularly shared with all campus constituencies	2.49
	There are adequate facilities and compensations for persons with disabilities on campus	2.50
	There is a spirit of teamwork and cooperation	2.51
Challenges	The Program Review/APU process helps promote positive change on our campus	2.70
	Campus facilities are well maintained	2.79
	CoA's participatory governance structure (roles and responsibilities) is clear to me and I know who represents me on each committee	2.79
	College budget decisions are based upon input from all College constituencies	2.80
Needs improvement	There is good communication between faculty, staff and administrators	2.90
	There are sufficient staff resources to achieve important objectives	3.01

Responses are ordered by weighted average ranking (# of responses by each category/the total score in that category of 1 to 5 where '1' was "something we do well" and '5' was "an area where we need improvement")

Question 7: Peralta District Support Services

(Question 7: Please indicate how well the Peralta District Office does the following... - 121 answered, 9 skipped)

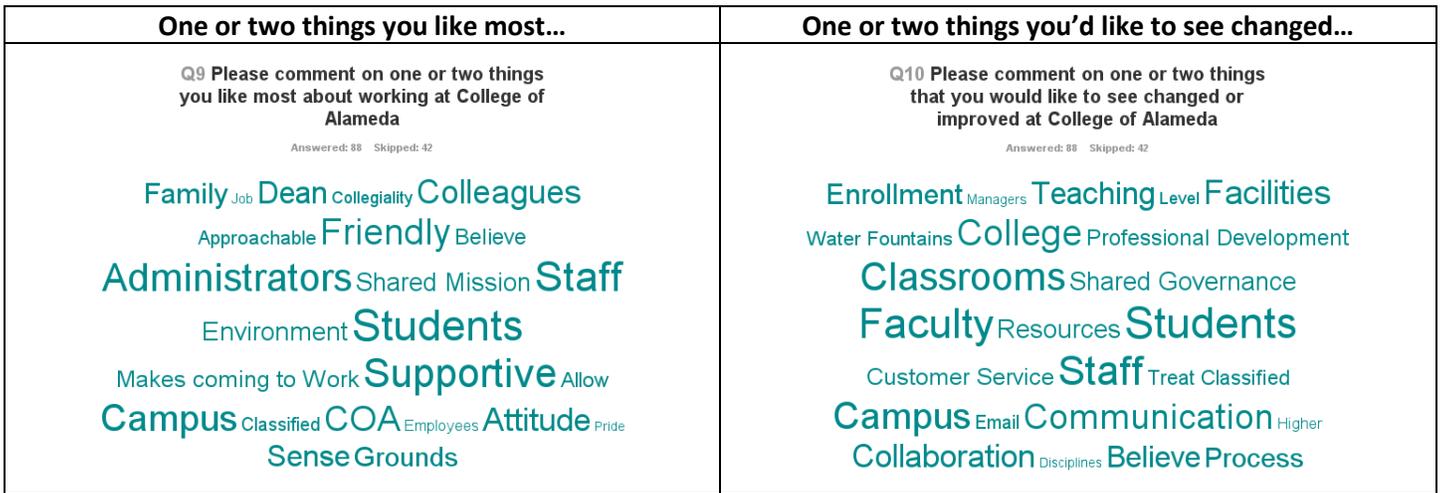
Needs improvement	District Office provides necessary services that support College of Alameda's mission	3.03
	District Office acts in a manner consistent with Board policies, statutes, and regulations	3.34

Responses are ordered by weighted average ranking (# of responses by each category/the total score in that category of 1 to 5 where '1' was "something we do well" and '5' was "an area where we need improvement")

Questions 9 & 10: One or two things you like the most/would like to see changed

(Question 9: 88 answered, 42 skipped; Question 10: 88 answered, 42 skipped)

Responses to two open-ended questions regarding what College employees like the most and would most like to see changed can be seen in the Appendices at the end of this report. Word cloud summaries are included below revealing the most commonly used words in each category of responses.



Question 12: CoA Work Environment

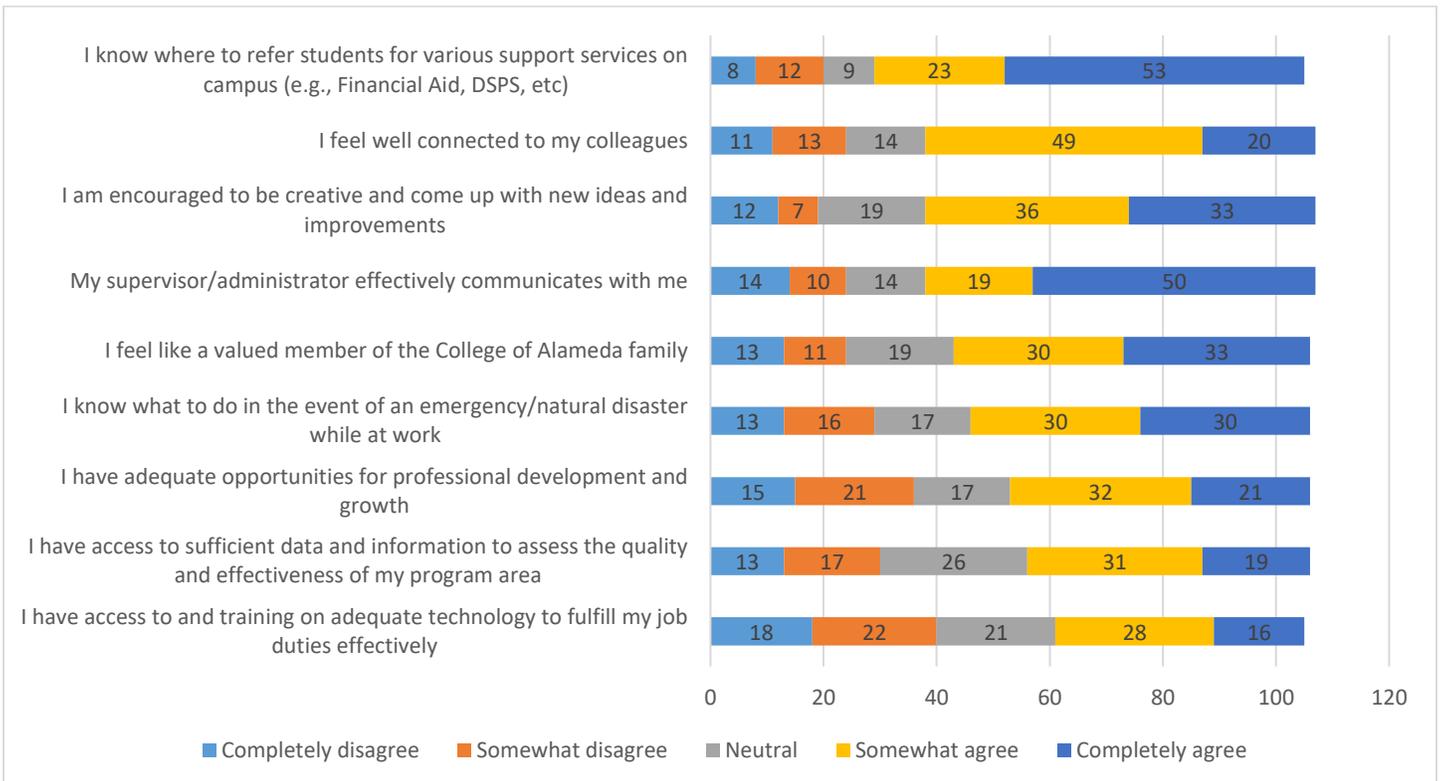
Please note, the scale of this question changed from previous questions (negative responses or disagreements ranked as a low number as opposed to the “what we do well” category ranking as a low number). 107 answered, 23 respondents skipped this question.

Respondents felt the **most positive** about:

- knowing where to refer students for various support services, and
- feeling well connected with their colleagues, and
- feeling encouraged to be creative and come up with new ideas and improvements

Respondents felt the **most negative** about:

- having access to and training on adequate technology to fulfill their job duties effectively, and
- having adequate opportunities for professional development and growth
- having access to sufficient data and information to assess the quality and effectiveness of my program area

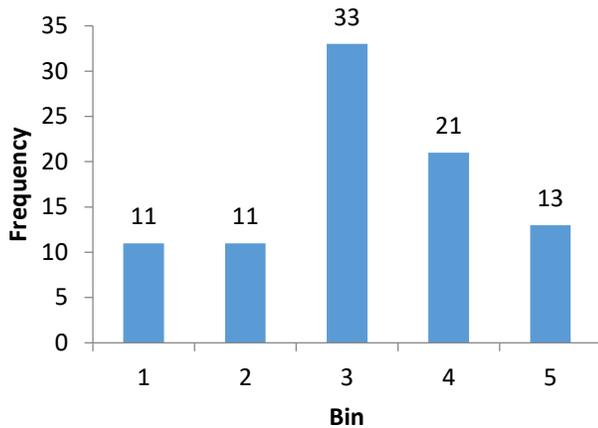


Question 13 (faculty only): Please indicate your sense of agreement with the following statements...

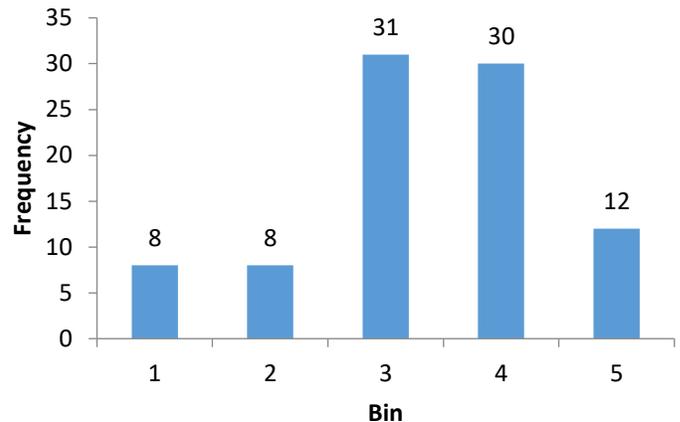
Please note, the scale of this question changed from previous questions (negative responses or disagreements ranked as a low number as opposed to the "what we do well" category ranking as a low number). 90 answered, 40 respondents skipped this question.



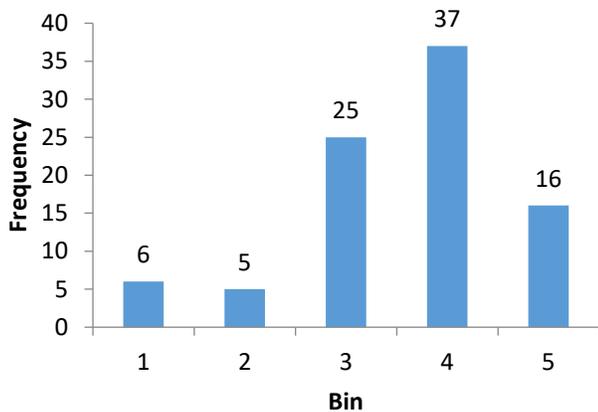
I discuss the results of my assessment with my peers and/or administrator at regular levels



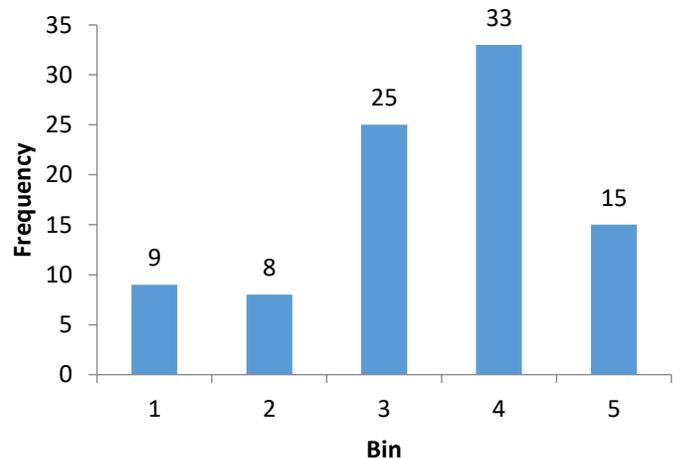
I use assessment results to inform my resource requests



I use assessment results to inform my teaching and to make program/curriculum improvements



I have received adequate training and support in setting Student Learning Outcomes (SLO's) and assessments for my program or course



Faculty Feedback 1= Completely Disagree, 5 = Completely Agree		Weighted Average Ranking
I discuss the results of my assessment with my peers and/or administrator at regular levels		3.16
I use assessment results to inform my resource requests		3.34
I have received adequate training and support in setting Student Learning Outcomes (SLO's) and assessments for my program or course		3.41
I use assessment results to inform my teaching and to make program/curriculum improvements		3.58

Appendix A
Text responses to Question 9
(Personal information has been redacted)

Question 9: Please comment on one or two things you like most about working at College of Alameda

The staff is responsive and supportive.
I like the sense of community that exists between faculty, staff and administrators.
I like that my manager is supportive in my decision making and trusts that I will do my job effective & sufficiently
Small campus with safety zone & good ambience & good students & friendly atmosphere.
Friendly
I like the team atmosphere and the strong emphasis on diversity and on creating a safe and welcoming space for students and staff.
When everything lines up just right, there are moments when we shine. The students see it, staff sees it, everyone sees it. We need to highlight our successes more, no matter how small. Not just in the Splash. Other ways. We need the local community to see how well we do what we do well also.
Nice Coworkers Shared Mission of Educational Equality
My relationship with my students is rewarding.
My dept administrator (Lilia Celhay) is very open to ideas and very approachable. I like the consistency that the Bio labs technician (Helena Lengel) provides. She is a source of grounding whereas without her I feel adrift and unconnected to the school.
...at this moment in time, I believe that we have a top counseling staff and great support staff. I believe that our college is terrific, and because of a large hiring of certificated staff in the student services area we are now bursting at the seams with highly creative and intelligent counselors. But our problems with funding are more dependent today than ever on bringing in a large stream of students and serving them well. So recruitment and completion of SEP's seems to be the order of bringing in the money. And somehow we need to be coming up with ideas to get the students into building A to see our counseling staff and capturing new folks as they walk into our bldg. A. We must set up a system that we encourage anyone calling into us or walking up to us to meet with our counselors. Our support staff must develop the attitude of "I want to help you...and what can I do for you..." So that everyone coming in to us or calling into us is welcome.
Beautiful campus and atmosphere. Friendly staff.
The diversity of students; administrative leadership
The grounds are kept up very well, it makes coming to work more pleasant.
The support I receive from each department when I am trying to resolve different issues for our students.
Great potential/interesting students, good collegiality
Small safe campus
It's a school that promotes diversity and respect among administration, faculty and classified staff.
The Students are pretty cool.
The Students
being able to help students
Student Services works together as a team. There is a cooperative spirit, and a willingness to work with each other on a one-on-one basis to serve students. We do not have the 'turf' issues that other places sometimes experience. Also, we now have a responsive administrative team.
I like working with the new dean Eva Jennings. She brings a can do attitude and positive work ethic.
The campus is small and easy to navigate. I enjoy the diverse student population.
WE HAVE A GOOD BROTHERHOOD STRUCTURE IN OUR WORK ENVIRONMENT
A true devotion to support learning and make substantial changes in the lives of students.
There are many new faculty and staff who value innovation and change.
In the past COA was more student oriented. There was more cooperation among staff and administrators. The environment was more creative and innovative for student retention. The leadership inspired staff and students.

Question 9: Please comment on one or two things you like most about working at College of Alameda

Friendly Faculty & Staff and people are willing to help each other out.
Supportive managers; team work amongst Student Services staff
The students who come here to learn and are serious about learning are wonderful. The staff in admissions and records are among the best. Those who have been here awhile and care about this place makes it feel like home.
The students and the location
That there is a strong desire to continue to diversify our student population as well as the amount of resources that are available to students of all walks of life.
Friendly atmosphere and flexibility
There are a lot of people who take pride in doing their job well.
The aspects of my work that allow me to participate in serving the needs of individual students and faculty. I can spend time helping students to access pricey textbks and research materials for course assignments. Also, I correspond directly with faculty regarding books needed for assignments and purchase.
1. The diverse cultural wealth of students and colleagues. 2. The scale of the campus, the proximity of structures.
students are great; faculty and staff also
Friendly supportive staff
Friendly and open students
Location, Small and most of the staff work together well in providing for the needs of faculty, other staff, students and administrators.
A strong spirit of camaraderie and shared mission prevails on the campus. There's also a winning sense of island pride.
I love the people, especially classified employees.
I like being on a college campus and seeing what I do helps students succeed.
Very friendly faculty and staff.
Opportunity to offer guidance to young people seeking to enter the field of aviation. Perhaps allow them to avoid some of the mistakes many new hires make when entering the field.
I definitely enjoy working with the faculty, administrators and students. I think the entire population is well received.
I think we have wonderful students. I also like the suburban setting...the spacious grounds and the new gardens.
classrooms have best support tools for faculties. Department chair and dean are supportive and communicate well with faculties.
The administrators are approachable and supportive, The staff and faculty members are cooperative and friendly.
I like the people in my department. I think most of the people working at COA are kind and helpful.
Small and collaborative staff, faculty and administrative environment
I enjoy teaching the students!
Well informed and communicated with Dean and President of COA
Students and colleagues.
I enjoy my colleagues immensely. College of Alameda is a small community and a good place to cultivate friendships and network with other professionals.
Having staff that is supportive on ideas to better improve the campus and relationships with students.
I love the COA community and how everyone works together. Although there are a lot of politics, almost everyone here is very student centered and will work together for student success.
Besides driving home, the openness of the current administration.
Staff is very responsive to the needs of the faculty
I like working directly with students, in a diverse (in the sense of academic preparation) classroom.
The Location and the new administration personnel that might be here for a while rather than here today, gone tomorrow as it has been for awhile until just lately.
Students are tremendous. Staff and admin have some superstars and some staff are not
The people The wildlife

Question 9: Please comment on one or two things you like most about working at College of Alameda

1) Since we are small, you really get to know everyone that works there on a personal level.
The kindness, professionalism and desire to improve. The ASCOA is working hard to be inclusive of all students and offering activities and outlets for them. The cafeteria service is doing well.
I like the family atmosphere
Friendly, warm, and welcoming place to work.
The sense of family that the college provides to the employees
*my work schedule *my colleagues
Students and co-workers
Current administration is knowledgeable, supportive and highly capable.
I have great leaders (President Karas and Dean Lee).
I love the small and diverse community at COA. I love the friendliness and helpfulness of most of the staff, faculty and administrators as well. My department chairs are very supportive, and I appreciate that.
Very supportive people when you need them they are there behind you 100%.
good team work between faculty and staff
The community, students, and many caring faculty and staff.
The general collegiality and collaboration of colleagues. We're also pretty innovative.
Nice campus grounds
At least in my office, I really like the team work and the positive attitudes that we have.
Small college that is supportive of students, the health supports on this campus are wonderful considering the size.
The friendly faces and positive attitudes of staff/faculty/administrators makes coming to work enjoyable.
The students The relatively affordable access to education
Some good people
Family oriented
Pretty and safe campus

Appendix B
Test responses to Question 10
(Personal information has been redacted)

Question 10: Please comment on one or two things that you would like to see changed or improved at College of Alameda

I would like to see all of the classrooms turned into smart classrooms.
I would like for their to be more night and weekend classes as I believe that this would help our enrollment challenge.
Please consider to offer more score science courses to get more students. Thanks!
Facilities
I would love they faculty and some managers treat classified with respect and classified should be also praise for their work.
Different departments and individuals are way too "silo'ed"; communication and collaboration can be very difficult at times because of unnecessary miscommunications or lack of communication, or lack of understanding about what different people and departments do.
There is duplication of effort, which creates inefficiency, which creates waste. It is a shame, considering how much need there is for resources. What resources there are tend to be in silos, and there should be more collaboration.
Adherence to Title VII of the Civil Rights Act -- especially in tenure review process (maybe a district issue or a lack of training regarding discrimination)
We need to have more student services division meetings for staff members to ventilate and express their dissatisfactions with there work environment. We had recent problems with staff sentiment at the last student services retreat so since we are a team of support individuals we need to find a way to express our frustrations without penalty or stigmas being attached to our names.
Document Exchange via email is not efficient. I would like to see documents that require input from various stakeholders to be on a drive for editing rather than sending different versions via email.
Some of the support staff have a negative and toxic attitude. Need a more workable elevator on both sides of the C-D building.
I would like to see administrators treat classified with more respect & support.
Infrastructure ALL up to date, buildings, smart classrooms, bathrooms. LESS KUMBAYA AT FLEX DAYS, EXPLICIT INFORMATION ON HOW THINGS WORK, ie STRIVE TO MAKE THE EXPERIENCES MORE EDUCATIVE
Process of cutting classes is unclear and arbitrary.
Equipment in the classrooms - the low tech stuff needs to be updated too! (i.e., overhead projectors)
The buildings, classrooms should be better. Proper signage of each offices and each classrooms. Students should not have to go to other places like the one in Atlantic for their Science Classes
1. It would be nice to have the departments work closer together. 2. It would be nice if the higher ups worked with each other better.
Better communication between administrators and Staff/Faculty
better teamwork, communication and morale
The culture of the faculty. To become more student centered not self where the outcome of student success is truly the focus.
Better communication between staff, faculty and administration.
COA needs continuous commitment and transparent monitoring of administration, and admin employees to college mission.
There needs to be more diversity in student services.
More resources and extra service opportunities should be available for meeting College Mission and various objectives with strong accountability metrics. Additional, we need more opportunities to recognize folk for good works to instill proactive standards of behavior.

Question 10: Please comment on one or two things that you would like to see changed or improved at College of Alameda

I would like to see more experienced and inspiring instructors. Classes and curriculum that interest students. I would like to see updated, modern and clean bathroom for the students and staff.
Should have free wifi throughout the campus and operated parking meters.
Shared governance and cleanliness especially bathrooms.
Supervisors and Managers need to show role model and leadership!
I hate that its beginning to look like a high school with chalk writings on the structure and flyer taped everywhere. If our new administrators / new staff do it then more students will as well. This once was a clean campus. Serious students don't want to see their campus marked up and trashed. It will encourage more people of that mind set to do the same. If this continues more criminals will naturally come to COA.
Stability in administration; true collaboration between faculty/administrators/staff/students.
I would like for there to be a system in place that ensures that all faculty and staff are held to the same standards of accountability across the board.
Increased enrollment and more effective meetings/seminars
Classroom updates like proper ventilation and air flow on the 2nd floor of library building. We need a smart classroom to adequately help and support our students.
Internet access (and technology access in general) should be improved so that we can better serve our students.
Faculty contact info--like email addresses they use and read
1. Unification of all disciplines to the central location. 2. Events which include a broad vision of the world.
upgrade facilities
A better work ethic in some areas -- more focus on customer service to our students and better advertising of services to students, i.e. library reference, student tutoring services, more open labs, coordination of hours opened, increased communication & coordination between all departments
Real consultation with staff regarding changes, increase in programs that require staff assistance and filling vacant positions that have been open for a long time.
Some of the facilities need maintenance and/or replacement (water fountains, bathroom doors, windows, etc.). I'd like to see the info booth on the main quad spruced up and reopened.
Streamlined and more clear funding for acquiring equipment and such for classroom usage
I wish there was stronger participation among the employees where shared governance is concerned.
Facility need to improve, like classroom technology and bathroom
Better communication on how to do "things" the COA way, How to apply for educational grants or compensation, How to simply get office supplies and shop supplies in a timely manner. How to ensure we have the necessary material on hand to perform our jobs.
I would enjoy seeing the internet technology being updated or at least maintained since some of the classrooms in the C building lack WiFi connectivity.
I frequently see faculty and staff forgetting that we are here to serve our students. People sometimes seem annoyed to be doing their jobs. I think service expectations need to be higher.
some classrooms needs computers to work with projectors to help using technology in teaching.
It would very helpful and supportive if adjunct instructors are each provided with a storage cabinet and a workplace or a shared/common office for office hour use, class preparation, and conferencing with students.
We need more janitors!!!! The bathrooms and water fountains are dirty and not kept up! I was really thirsty today and had to take a drink of water out of a water fountain on the third floor of Building D. The water fountain was filthy and looked like it hadn't been cleaned in a very long time. The IT is not good either -- it breaks down a lot and I can't send out emails to my students with attachments.
Improve IT and Business transactions systems
1. I would like the removal of Securitas and bring back the Sheriffs on the weekends. Securitas does not make us feel safe when we are on campus Saturday/Sunday.

Question 10: Please comment on one or two things that you would like to see changed or improved at College of Alameda

2. The grounds look great around Administration/Quad Area, however, improve the grounds on Campus Drive (automotive area to and around the bend).
District to be more responsive to individual campus needs.
smart classrooms, but perhaps more importantly, classrooms with podiums and functioning lights, etc.
College of Alameda lacks the funding, support, and resources to be a competitive California community college (CCC). As a district, we are decades behind almost all other CCCs (in almost all aspects including compensation, technology, facilities, etc.). It's a disservice to ourselves, the community, and our students.
More professional development opportunities and training.
I would like to see faculty, staff, and administrators from across disciplines to come together once a year to meet & introduce themselves, ask each other questions, & plan together for the following year. I imagine it would be like a COA-FAS retreat that would take place during a professional development day before the fall semester starts. I think something like this is really important because there seems to be a big divide amongst instructional faculty & staff and student services faculty & staff. This would be a great way to bring everyone together and discuss visions & goals as an institution.
Organize a campus-wide event where a panel of muslims from across the islamic world (students, staff, faculty) talk about their different homelands and the trauma that occurred there that initiated their emigration to America. This could later be duplicated for Hispanic, Asian, and White populations.
Consistent application of District/PFT rules on teaching assignment
I think district-wide curriculum process can be improved. Specifically, when there is agreement among faculty, it should be easier to effect a change to catalog description of existing courses.
I think The College is on the right track and hope that Laney doesn't drag us down with their enrollment and reporting issues.
Lack of support for 860 Atlantic facilities due to shared responsibilities with district and lack of priority for faculty concerns esp part time
integration of (or at least improved communication between) student services and instruction
1) Processes are clunky. It often takes 10 steps to do something that could take 2. Also, many of our forms and processes (i.e. department schedule requests, staff development funding request forms, etc.) need to be automated. Handwriting changes on a schedule not only leads to mistakes, but is too time consuming. 2) I would like to see more faculty/staff community on campus. At the very least a college holiday party where we can all interact outside of a work setting. I strongly believe this could lead to more relationship building and understanding between the different groups on campus.
Restrooms in D building are deplorable and an embarrassment. Our students deserve to feel better about their campus and have new sinks and toilets. Its been a suspended item for far too long.
Better wifi for students and faculty
I have a hard time with this because we are so dependent on the district when it comes to making changes. Things like facilities, staffing, DE support, etc. are tied to budget\ and operations that are beyond COAs direct control. So, it's not what I'd fix at COA--it would be a list of things to fix at the district level that would lead to changes at the college level.
The restroom should be for all genders. I believe that at night the parking lots are dark when getting off class.
*The College needs to pay more attention to the needs and wishes of full-time faculty. * The College, in particular the faculty, need to develop a philosophy of education and teaching. Our teaching needs to be in line with instruction at a four year university.
Smart classrooms updated and more visually appealing signage/plantings when entering campus on Raph Appez. More like the entrance at the back of the campus.
There is sometimes a lack of collegiality among faculty and classified personnel; hold over hierarchical thinking.
Evening services to support students that work full-time.

Question 10: Please comment on one or two things that you would like to see changed or improved at College of Alameda

I would like to be able to access my classroom without having to wander all over campus on a saturday morning. Although phone numbers for staff are posted on the A building, the staff person changes weekly, so there is no point in putting anyone's number in my phone, as I won't know who the person is unless I walk down to the A building from my second floor D building classroom. I have access with my ID, but the battery in the electronic lock is always toasted, so my ID never works. It is hard to lug my stuff all over campus in order to get the phone number especially in the pouring rain as happened a couple of weeks ago. It makes me feel like a second class citizen and particularly if students are present when I'm trying to get into the class room it is embarrassing and makes a bad start to my class.
One thing that I personally need the College improved that there is a part time job that is going on in the campus it should not be held for certain people it should be open for every body to apply.
Decisions made in a bubble. We spend a great deal of time recreating the wheel.
Stronger communication, stronger collaboration, more innovation, in that order.
Better communication
Hire hard workers and cares about the college community, not just someone who has a degree.
Student bathrooms need upgrading.
There is always room for improvement when it comes to communication.
A few bad apples are allowed to tarnish our customer service reputation because administration will not take action.
Facilities need major improvement and updating.
More communications
At night it needs more security because leaving class is seems very dark and there no security.
We need the new building!

Appendix C: Top Priorities

Question 14: What do you see as the College of Alameda's top priority for 2017-18?

(81 respondents answered this question. 49 skipped it)

Question 14: What do you see as the College of Alameda's top priority for 2017-18?

Meet enrollment goals
Increase of enrollment
Maintaining of Reaffirm Accreditation as well as Passing Successful Program Review
New classes, and updated electronic equipment in classrooms
Working to break down barriers of misunderstanding between different staff departments and building more unity in pursuing the College's many important goals.
Obtaining additional resources / funding for sustainability of needed student supports.
Service to Students
Streamlining student success.
Retention of disadvantaged immigrant students.
Increasing enrollments.
enrollment; new building.
Community Engagement.
Budgetary efficiency and effectiveness
Realizing our potential as an elite college starts with challenging our students through (well-supported) academic rigor; having an explicit, pervasive ethos academic excellence communicated to our student body, AS MUCH AS our efforts into creating the college culture/experience
Hopefully to stop the constant stress placed on instructors that something else will be cut.
Enrollment
Be better in all aspects compared to last year.
On-Line Courses
Need for better use of my expertise for our Athletic Department
more teamwork/collaboration/communication
Enrollment
Retaining President and VP's.
FTES
Increase enrollment in the CTE programs.
Better engagement between all staff, faculty and administration so that the college can function effectively and be sustainable during budget cuts that are almost certain to occur.
ENROLLMENT?
Create rigorous student orientation and advising, as well as, programs in Admin/Staff training for quality and respectful treatment of faculty and students.
Enrollment Management (sustaining and increasing our numbers)... there will need adequate funding and resources to work on this issue
Improve campus moral, classes and instructors. Improve the passport and prompt system. To develop better communication among staff, administrators, managers and faculty.
student enrollment and student needs.
Students come first.
Obtaining MORE students to attend CoA!
Enrollment. More training programs needed for students to work while studying at COA.
Improving Student Success to above 50% for every demographic group.

Question 14: What do you see as the College of Alameda's top priority for 2017-18?

Ensuring that all students feel safe and welcome while on campus at College of Alameda.
Increased enrollment.
Reliable internet access
Recruitment! Increase advertising budget for local adds. As a college located in the desirable Bay Area (except for the high cost of housing) CoA should use its excellent ESL and English program to reach out to untapped foreign exchange programs. Go grant shopping in order to invest in a study that aims at finding out the benefits of recruiting students from untapped foreign countries. Encourage governments from places like Poland, Czech Republic, Rumania, Greece, even the rich Norwegians) to send their students here for a year to learn English. We could provide figures for the cost and those governments could assist in funding for their students to come here--just for a one year program! We could send our most likable staff on tours to recruit.
Advertise in local churches and government offices for elders to take courses.
Connecting the dots is very important, aligning our goals with the realities of the day to day tasks----figuratively and sometimes literally fixing the doors and water fountains. For example, assessment is a goal yet we seem to stumble over SLOs. The top priority should be achieving and/or expanding the goals we set to reaffirm our status as an accredited college.
increasing enrollment
Recruitment and student centered services
I would guess increase enrollment.
Improve campus climate and usually disfunctional culture.
Fixing the potholes (and callboxes, fire alarms, water fountains, etc.).
streamline procedures between campus and district
Starting the new building.
Utilizing all of our monetary resources to their fullest.
bring technology to all classroom
Continued growth in the community and updating infrastructure and class room technology
enrollment and retention
Implement fully major initiatives: SSSP, non credit pathways, first year experience, basic skills acceleration strategies
Student retention and increase enrollments. Some students work interferes with class schedule they enrolled in. More education at time of enrollment is needed to help students understand the importance of attendance.
To meet students' needs and to help them achieve their academic success and learning goals.
Fix the Information Technology we have. It's creaky and doesn't work well. Give us the training to make up our web pages. Hire more janitors!
Increase student enrollment!
enrollment management
Focus on student out reach
technology in the classroom, and resources for online courses (the move to Canvas is a top priority)
Encourage involvement and improvement.
Maintaining goals set for accreditation. Encourage more collaboration between staff/faculty/admin.
To have better documented outcomes for all the services we are providing & to bridge the gap of communication between instructional & student services faculty & staff.
Not being the lowest performing Peralta campus
Improve communications among administrators, faculty, and staff.
Improving retention and student outreach. In particular, I would like to improve retention rate for students who initially enroll in my online courses.

Question 14: What do you see as the College of Alameda's top priority for 2017-18?

Immediate priority is to fix the previous page with item 13 because there is no strongly or completely agree, just two strongly or completely disagree columns at each end...
Stabilize enrollment
Improving our technology infrastructure on campus and expanding/improving our distance learning program.
Improving evaluation of classroom instructors so that negatives don't end up on the internet teacher rating sites which then has a negative impact on enrollment.
I think COA priority is to support bringing more immigrants students to the college and create ESL transition classes for those students. As well as COA should have an English 1A class for only ESL students with an instructor who will be able to understand the diversity and the ESL methodology in order to help the students succeed with academia standard and transfer level classes
Continuing to do an excellent job in the face of coming budget challenges/restrictions....
Stabilizing enrollment
I am not sure this is the place to put this comment, but since there is nowhere else, I will put it here. Most of my answers to questions about participation, governance, and access to training and resources are colored by the fact that I am an adjunct employee. It could very well be that COA is doing wonderfully in these areas, and I know that my department does do things around assessment, pedagogy and training, but as an adjunct who cannot survive on one job, I DON'T HAVE THE OPPORTUNITY TO TAKE ADVANTAGE of such offerings. I have to be at my other job on the days (or time slots) I don't work at COA. There are many things I would like to do and take advantage of, but I can just barely keep up with my work load as it is. I find this to be extremely discouraging as well as causing a real disservice to students. Until adjunct faculty everywhere are given equitable treatment including pay and benefits, I don't anticipate any of this changing.
Increase enrollment
Improve our enrollment to the highest range.
Expanding our class offerings so we can keep students on campus.
COA needs dedicated leadership.
Wi-fi
enrollment
increase enrollment
Increasing enrollment numbers
Enrollment
Some faculty need teaching skills improvement. Classrooms need to be cleaned and updated.

Q14 What do you see as the College of Alameda's top priority for 2017-18?

Answered: 81 Skipped: 49

